

AeroVironment, Inc.

Advance Employee Benefit Agreement

In consideration of the _____ hours of advance vacation paid to me as of the end of _____, I hereby authorize AeroVironment, Inc. to deduct from my final pay any open balance remaining should I terminate before accruing sufficient vacation to offset this advance.

Upon requesting a vacation advance, (not to exceed 40 hours), this form must be completed and signed by both the employee and the employees supervisor.

Employee (please print)

Employee signature

Supervisor signature

Date